# PLAINTIFF'S MOTION EXHIBIT 1

# CITY OF NEW YORK POLICE DEPARTMENT

FORM OF OATH – Required to be filed with the City Clerk under the provisions of Section 62 of the Civil Service Law.

I do solemnly swear (or affirm) that I will support the Constitution of the United States and the Constitution of the State of New York, and that I will faithfully discharge the duties of the office of <u>POLICE OFFICER</u> in the Police Department of the City of New York, according to the best of my ability.

Sworn to before me, this day of	Advian P. Schoolcraft Printed Name.
Stamp or Seal below:	Social Security Number
ROBERT ARIOLA NOTARY PUBLIC STATE OF NEW YORK COUNTY OF RICHMOND REG. NO. 01AR6033256 COMM. EXP. NOV. 15, 20	1 July Ø2 Date
	Tax Number

City Clerk NYPD Personnel Records Unit

# 06005-RWS Document 308-1 Filed 12/23/14 Page 3 of 40



# Online Performance Evaluation Systemus LEUE Police Officer - Detective Specialist

RATEE

SURNAME

FIRST

**SCHOOLCRAFT** 

**ADRIAN** 

M.I. P

**Appt Date** 7/1/2002

COMMAND

DATE ASSIGNED

RATEE TAX NUMBER RANK

TO COMMAND:

081

11/15/2005

TIMES SICK

**DAYS LOST** 

**PURPOSE** 

RECOMMENDATION

NLOD: 0 LOD: 0

NLOD: 0 LOD: 0

ANNUAL

CONTINUE IN PRESENT **ASSIGNMENT** 

Not chronic

Date of Primary Assignment:

11/15/2005

☐ IF COMPLETED POLICE CADET PROGRAM

12/16/2004

To:

Primary Assignment: PATROL

Rating Period From:

12/15/2005

RATER

SURNAME

M.I. F

**MEYER** 

**WILLIAM** 

COMMAND

DATE ASSIGNED TO

RANK SERGEANT

081

3/28/2003

COMMAND:

**PERFORMANCE AREAS** 

RATER TAX NUMBER

DELLA	VIOD	AL P	THACI	NSIONS	
DEMA	ATOK	ALL	TME	CHUICE	

Area	Rating	Dimension	Rating
1 Community Interaction	3	13 Police Ethics / Integrity	5
2 Apprehension/Intervention	3	14 Comprehension Skills	4
3 Victim/Prisoner Interaction	3	15 Communication Skills	4
4 Processing Arrests	3	16 Reasoning Ability	3
5 Vehicular Offenses/Accidents	4	17 Information Ordering	3
6 Handling Specific Offenses	4	18 Problem Recognition	4
7 Police Interaction/Notification	4	19 Visualization	3
8 Vehicle Operation/Maintenance	4	20 Spatial Orientation	4
9 Review and Maintenance	4	21 Memorization	4
10 Handling Special Cases	4	22 Judgement	4
11 Vouchering	4	23 Innovativeness	4
12 Report/Clerical Duties	4	24 Adaptability	4
		25 Drive/Initiative	4
		26 Interpersonal Skills	4
		27 Appearance/Professional Image	4
		28 Physical Fitness/Physical Activities	5

**Overall Evaluation: 3.5** 

**Annual Total of Quarterly Point: 48** 

#### 13. Police Ethics / Integrity

PO SCHOOLCRAFT IS ALWAYS ON TIME AND PUCTUAL. PO SCHOOLCRAFT ALWAYS SUPPORTS DEPARTMENT POLICY. PO SCHOOLCRAFT'S DEPORTMENT AND PERFORMANCE ALWAYS REFLECTS A HIGH LEVEL OF INTEGRITY.

#### 15. Communication Skills

PO SCHOOLCRAFT'S ABILITY TO COMMUNICATE IS VERY GOOD IN THAT HE COMMANDS THE ATTENTION OF ALL LISTENERS. PO SHCOOLCRAFT SPEAKS WITH FORCEFULNESS AND CLARITY AND HAS NEAR PERFECT ENUNCIATION.

#### 27. Appearance/Professional Image

PO SCHOOLCRAFT ALWAYS DRESSES APPROPRIATELY FOR ASSIGNMENTS. PO SCHOOLCRAFT'S APPEARANCE IS ALWAYS IN HARMONY WITH HIS PROFESSIONAL CAPACITY. PO SCHOOLCRAFT IS REFLECTIVE OF A POSITIVE SLEF-IMAGE AND PROFESSIONAL PRIDE.

#### **Overall Rater's Comments:**

ALTHOUGH PO SCHOOLCRAFT HAS BEEN OUT LONG-TERM LEAVE FOR MOST OF THIS RATING PERIOD HE HAS PROVEN HIMSELF TO BE A FINE OFFICER WITH GREAT POTENTIAL. PO SCHOOLCRAFT ALWAYS REPSENTS THE DEPARTMENT IN A VERY FAVORABLE MANNER. PO SCHOOLCRAFT ALWAYS SHOWS COURTESY AND RESPECT TO THE PUBLIC, HIS PEERS AS WELL AS HIS SUPERVISORS.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER	,		
SURNAME	FIRST	M.I.	
MYRIE	LEIGHTON	A	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
*	LIEUTENANT	081	2/2/2005

#### **Overall Reviewer Comments:**

PO Schoolcraft is a competent member of the 81 pct. His disposition is consistently courteous and respectful. We expect great things from PO Schoolcraft in the future.

ACCURATE AND COMPLETE, CONCUR SEE SEPARATE REVIEWER'S EVALUATION

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

I WISH TO APPEAL TAIS EVALUATION

RATEE SIGNATURE Date 1/7/06

https://finestnet/perfeval/ViewEvaluationData.aspx?EvalID=6154

1/7/2006

Case 1:10-cv-06005-RWS Document 308-1 Filed 12/23/14 Page 5 of 40

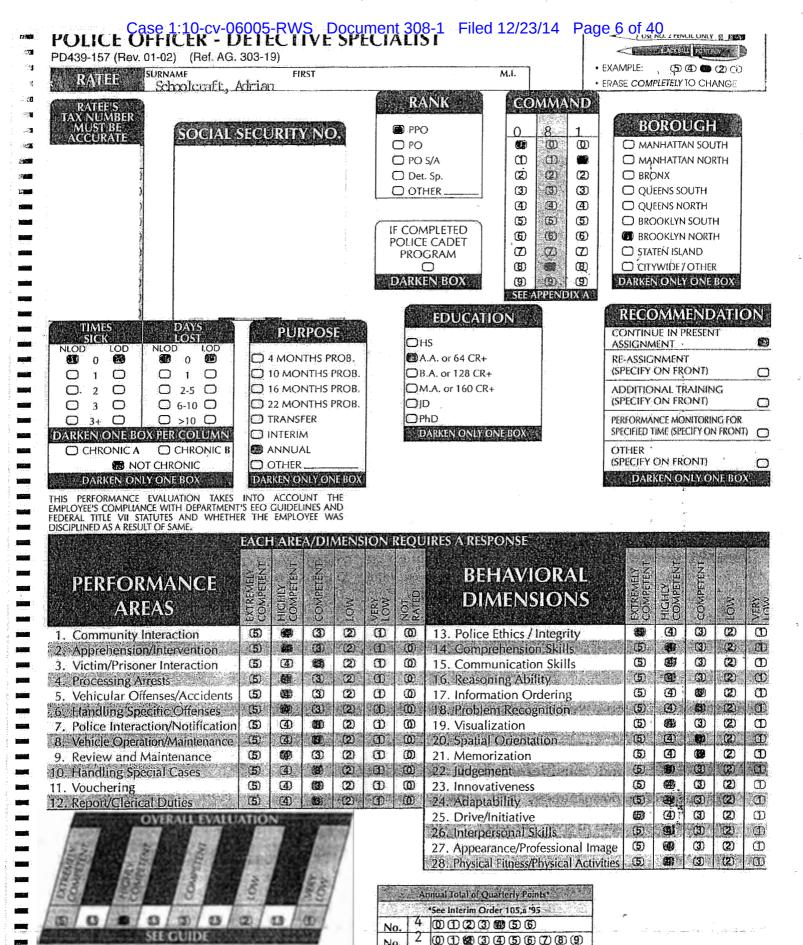
RATER SIGNATURE Solm

Date \_\_

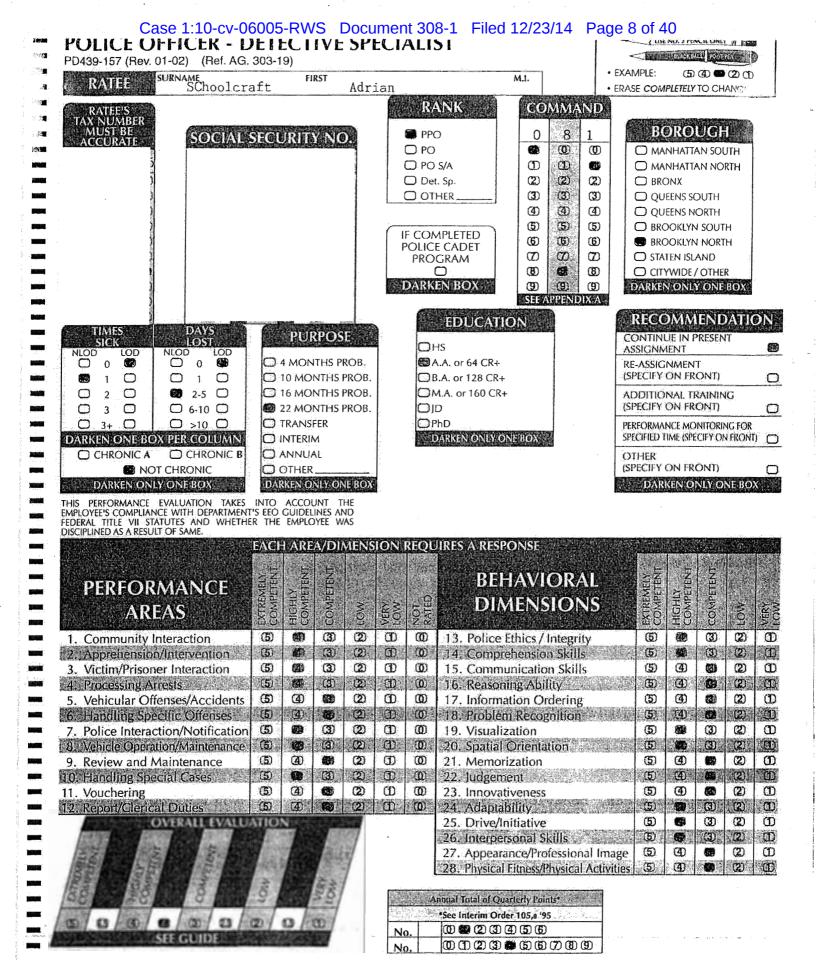
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REVIEWER SIGNATURE It desputon the

Date <u>U(6(06</u>



PD439-157 (Rev. 01-02) (Ref. A		ent 308-1 File	• Use #2 Pe	encil or black ball point pen	n
RATEE Surname Schoolcraft, Adria	FIRST	M.I. RANK PPO	COMMAND 081	DATE ASSIGNED TO COMMAND: 7-03 6 4	, ,
SOCIAL SECURITY TAX REGISTRY	V I DDILLARY	me Reduction Unit om 12-16-03	DATE OF PRIMARY ASS	IGNMENT: 4-1-04 12-15-04	
THE RATER HAS SHOWN THE EVALUATION TO INCLUDING MY RIGHTS AND REPORTS INTERIOR RATES SIGNATURE	O ME AND FULLY DISCU	JSSED ITS CONTENTS,	1	AL THIS EVALUATION: D, INITIAL AND DARKEN BO NLS	OX)
RATER RATER'S NAME	RANK		DATE ASSIGNED TO COMMAND:	RATER TAX NUM	
Miller, Michael	Sgt.	081	8-03		;
SIGNATURE )/			DATE: 11-0	3-04	
RATER MUST COMMENT ON THREE OF THE RATING AREAS/DIN     RATER MUST COMMENT ON "LOW" OR "VERY LOW" RATINGS B     INDICATE AREA/DIMENSION BY DARKENING BOX.		EXAMPLE: No. 4	<b>●①②③④⑤</b> <b>◎①②③●⑤</b>	60 (7 (B) (B)	
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BY SIGNING THIS FORM, THE RATER AND REVIEW CONSIDERED RATEE'S CPI, DEPARTMENT RECOR RECORDS OF PERFORMANCE DOCUMENTATION F	GNITION, CCRB, PERFO	RMANCE MONITORIN	G RECORDS, EEO C	COMPLIANCE, AND ALL OT	HER
REVIEWER  COMMENTS:  A sew and consider performance areas, behavior in the performance areas, behavior in the concurs with the above ranced: Officer and direct	oral dimension and general eng period, the ating. *CCRB residents	s, sick recornforcement undersigned ecord has been ided on same.	d, SEE SEP (NOTE: BUBBLI	ATE AND COMPLETE, CONCL ARATE REVIEWER'S EVALUATI IN <i>PURPOSE</i> CAPTION, "OTH E MUST ALSO BE DARKENED)	ION =
REVIEWER'S NAME Raganella, Antho		Lt. COMMAN		ASSIGNED 12/2003	
TAX REGISTRY NO. SIGNATURE	of Roymella		5,	DATE:	192 184
ORIGINAL MUST BE FORWARDED TO EMPLOYE     COPY COMMAND FILE			FORM NO. F-4175-N  SCANTRON CORPORATION ALL RIGHTS RESERVED.	Scalence and the You    YCPD   Please RECYCLE this products	4



POLICE OFFICER - DE  PD439-157 (Rev. 01-02) (Re		ment 308-1 Fil	<ul> <li>Use #2 Pe</li> </ul>	Cage. 90f 40 ld or Staple This Compu encil or black ball point p idebook Instructions	iter Form
RATEE SURNAME Schoolcraft	first adr	м.i. RANK ian PPO	COMMAND 081	DATE ASSIGNED TO COMMAND 7-03	\$ 1 h 4
SOCIAL SECURITY TAX REG	PRIMARY ASSIGNMENT: RATING PERIOD:	44 04 00		ignment: 1-01-04 -30-04	
THE RATER HAS SHOWN THIS EVALUATION INCLUDING MY RIGHTS AND RESPONSIBILITIES RATER'S SIGNATURE	TO ME AND FULLY DIS PREABBING EEO ISSUES.	CUSSED ITS CONTENTS	·	AL THIS EVALUATION D, INITIAL AND DAR	
RATIER RATER'S NAME	I RANK	COMMAND	DATE ASSIGNED	10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	RATER'S X NUMBER
Miller, Michael	Sgt.	081	TO COMMAND: 8-03		
SIGNATURE SL MA	11	Land to the state of the state	DATE: 5-01-	-04	
RATER MUST COMMENT ON THREE OF THE RATING AREA     RATER MUST COMMENT ON "LOW" OR "VERY LOW" RATIN	S/DIMENSIONS ON BACK.	0	<b>■</b> 0023335	(B) (7) (B) (B)	
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<b>₹</b> No. 3 <b>00026456</b> 789	creative solut		a the ability	to formatate	
Overall Rater's Comments: P.O. School	lcraft is motivat	ted and maintai	ns a very posi	tive attitude	
	s new challenges				-
BY SIGNING THIS FORM, THE RATER AND RE CONSIDERED RATEE'S CPI, DEPARTMENT RE RECORDS OF PERFORMANCE DOCUMENTATION	COGNITION, CCRB, PERF	ORMANCE MONITORI	NG RECORDS, EEO	COMPLIANCE, AND	ALL OTHER
REVIEWER COMMENTS:	The international and the second seco	and the state of t	ACCIU	RATE AND COMPLETE,	CONCUP
After review and consid	leration of the	officer's	☐ SEE SEE	PARATE REVIEWER'S EV	ALUATION
performance areas, beha CCRB record, EEO guidel enforcement activity du undersigned concurs wit	ine compliance, ring the rating	and general period, the		: IN <i>PURPOSE</i> CAPTIO E MUST ALSO BE DAR	
REVIEWER'S NAME Raganella, An	thony RANI	Lt. COMMA		ASSIGNED 12/20	***************************************
TAX REGISTRY NO. SIGNATURE	LTI 94 Rosa	-ell-		DATE:	64
ORIGINAL MUST BE FORWARDED TO EMPH     COPY COMMAND FILE     MEMBER COPY			FORM NO. F-4175-N	NYCPD please RECYCLE this p	Por toducts



# Online Performance Evaluation System Police Officer - Detective Specialist

View By: ALEX PEREZ TaxID:

Date: 2/11/2010 1:48:56 PM

RATEE

SCHOOLCRAFT

FIRST

**ADRIAN** 

**м.і.** Р Appt Date

7/1/2002

**RATEE TAX NUMBER** 

RANK PO COMMAND

DATE ASSIGNED TO COMMAND:

081

11/15/2005

TIMES SICK

DAYS LOST

PURPOSE

RECOMMENDATION

NLOD: 0 LOD: 0 NLOD: 0 LOD: 0 INTERIM

CONTINUE IN PRESENT ASSIGNMENT

Not chronic

Date of Primary Assignment: 5/10/2004

Rating Period From: To:

1/1/2007

9/29/2007

RATER

SURNAME

FIRST

M.I.

**MEYER** 

WILLIAM

F

081

RATER TAX NUMBER

Primary Assignment: PATROL

916221

RANK SERGEANT COMMAND

DATE ASSIGNED TO

COMMAND:

3/28/2003

#### **PERFORMANCE AREAS**

#### BEHAVIORAL DIMENSIONS

Area	Rating	Dimension	Rating
1 Community Interaction	3	13 Police Ethics / Integrity	3
2 Apprehension/Intervention	4	14 Comprehension Skills	3
3 Victim/Prisoner Interaction	4	15 Communication Skills	3
4 Processing Arrests	3	16 Reasoning Ability	3
5 Vehicular Offenses/Accidents	3	17 Information Ordering	3
6 Handling Specific Offenses	3	18 Problem Recognition	2
7 Police Interaction/Notification	3	19 Visualization	3
8 Vehicle Operation/Maintenance	3	20 Spatial Orientation	3
9 Review and Maintenance	3	21 Memorization	3
10 Handling Special Cases	3	22 Judgement	3
11 Vouchering	3	23 Innovativeness	3
12 Report/Clerical Duties	3	24 Adaptability	3
Equation (illing and control of the		25 Drive/Initiative	2
		26 Interpersonal Skills	3
		27 Appearance/Professional Image	3
		28 Physical Fitness/Physical Activities	4

Overall Evaluation: 3

**Does not qualify Quarterly Point** 

D000065

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#### 18. Problem Recognition

PO Schoolcraft usually understands the nature of a problem. Po Schoolcraft at times needs extra clarification to solve a problem. When given direction PO Schoolcraft generally recognizes the problem and its elements.

#### 25. Drive/Initiative

PO School craft at times needs direction or prompting to resolve problems. PO Schoolcraft at times needs extra guidance to meet goals and deadlines. PO Schoolcraft usually checks records or files to assist in his problem resolution.

#### 27. Appearance/Professional Image

PO Schoolcraft always dresses appropriately for his assignments. PO Schoolcraft's appearance is always in harmony with his professional capacity. PO Schoolcraft's uniforms and equipment utilized are always clean and serviceable. PO Schoolcraft is always physically fit

#### **Overall Rater's Comments:**

Although PO Schoolcraft's arrest activity has been fair, with 2 felony and 3 misdemeanor arrests since January of 2007, PO Schoolcraft's activity goals have not been met in other areas. This rating supervisor has discussed these goals with PO Schoolcraft and he understands what is expected of him.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER			
SURNAME	FIRST	M.I.	
DELAFUENTE	JEAN	P	
REVIEWER'S TAX NUMBER	RANK LIEUTENANT	COMMAND 081	DATE ASSIGNED TO COMMAND:
	LIEUTENANT	VOI	12/15/2003

#### **Overall Reviewer Comments:**

I concure with the above evaluation.

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18.00	وعنورون بشواع ويباهرون بالروايس	the strong the result from the strong of the strong	
	SEC SEPARATE	REVIEWER'S EVALUATION	
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THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

I WISH TO A	PPEAL THIS EVALUATION	
RATEE SIGNATURE		Date
RATER SIGNATURE	<del> </del>	Date
REVIEWER		Date

All SUPERVISORS ARE REMINDED TO ENSURE THAT THE ORIGINAL SIGNED EVALUATION IS FILED IN THE PERSONNEL FOLDER AT THE MEMBER'S PERMANENT COMMAND.

View By: ALEX PEREZ TaxID: Date: 2/11/2010 1:48:56	56 PM
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Online Evaluation Page 1 of 3



### **Online Performance Evaluation System** Police Officer - Detective Specialist

View By: TIMOTHY CAUGHEY TaxID: Date: 3/17/2009 4:26:14 PM

RATEE

SURNAME

**FIRST** 

**SCHOOLCRAFT** 

**ADRIAN** 

M.I. P

**Appt Date** 

7/1/2002

RATEE TAX

NUMBER

RANK PO

COMMAND 081

DATE ASSIGNED TO COMMAND:

11/15/2005

TIMES SICK

DAYS LOST

**PURPOSE** 

RECOMMENDATION CONTINUE IN

NLOD: 0 LOD: 0

NLOD: 0 LOD: 0

ANNUAL

PRESENT

ASSIGNMENT

Not chronic

Date of Primary Assignment:

7/11/2003

Rating Period From: To:

DEHAVIODAL DIMENSIONS

B COMPLETED POLICE CALLED PROSPANT

Primary Assignment: partrol

12/16/2006

12/15/2007

RATER

SURNAME

**FIRST** 

M.I.

**MEYER** 

WILLIAM

F

RATER TAX NUMBER RANK

COMMAND

DATE ASSIGNED TO

COMMAND:

916221

SERGEANT

081

3/28/2003

#### DEDECORMANCE ADEAC

PERFORMANCE AREAS		BEHAVIORAL DIMENSIONS		
Area	Rating	Dimension	Rating	
1 Community Interaction	3	13 Police Ethics / Integrity	4	
2 Apprehension/Intervention	3	14 Comprehension Skills	3	
3 Victim/Prisoner Interaction	3	15 Communication Skills	3	
4 Processing Arrests	3	16 Reasoning Ability	3	
5 Vehicular Offenses/Accidents	3	17 Information Ordering	3	
6 Handling Specific Offenses	3	18 Problem Recognition	3	
7 Police Interaction/Notification	3	19 Visualization	3	
8 Vehicle Operation/Maintenance	3	20 Spatial Orientation	4	
9 Review and Maintenance	3	21 Memorization	3	
10 Handling Special Cases	3	22 Judgement	3	
11 Vouchering	3	23 Innovativeness	3	
12 Report/Clerical Duties	3	24 Adaptability	3	
	, , , , , , , , , , , , , , , , , , , ,	25 Drive/Initiative	2	
		26 Interpersonal Skills	4	
		27 Appearance/Professional Image	4	
			<del></del>	

Online Evaluation

Page 2 of 3

28 Physical Fitness/Physical Activities | 4

Overall Evaluation: 3

**Annual Total of Quarterly Point: 43** 

#### 18. Problem Recognition

PO Schoolcraft usually understands the nature of a problem. PO Schoolcraft at times needs extra clarification to solve a problem. When given direction PO Schoolcraft generally recognizes the problem and its elements.

#### 25. Drive/Initiative

PO Schoolcraft sometimes needs direction or prompting to resolve problems. PO Schoolcraft sometimes meets deadlines and goals set. PO Schoolcraft checks records or files to assist in his problem resolution. PO School makes notifications on time.

#### 27. Appearance/Professional Image

PO Schoolcraft always dresses appropriately for his assignments. PO Schoolcraft's appearance is always in harmony with a professional capacity. PO Schoolcraft's uniform articles and his equipment utilized are always clean and serviceable. PO Schoolcraft is always physically fit.

#### **Overall Rater's Comments:**

PO Schoolcraft is always respectful and courteous to his peers, his supervisors and the community he serves. PO Schoolcraft does handle jobs within his sector with little or no supervision, but at times PO Schoolcraft does need extra motivation to perform his assignments and meet performance goals set by his supervisor.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER	iller frame og fram og skills det framen greg og reformere get skillsten skillsten greg er skillsten greg er s		
SURNAME	FIRST	M.I.	
DELAFUENTE	JEAN	P	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	LIEUTENANT	081	12/15/2003

#### **Overall Reviewer Comments:**

The above evaluation is accurate and complete, I concur.

30	ACCL	RATE	AND	COMPL	ETE	CONCL	13
1 Mil.	SEE'S	EPAR.	YTER	EVIEW	ERSE	VALUE	MORF

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.	
TWISH TO APPEAL THIS EVALUATION	
RATEE SIGNATURE	Date

# Case 1:10-cv-06005-RWS Document 308-1 Filed 12/23/14 Page 14 of 40

View By: TIMOTHY CAUGHEY TaxID: Date: 3/17/2009	9 4:26:14 PM
SIGNATURE	Date
REVIEWER	
RATER SIGNATURE	Date
Online Evaluation	Page 3 of 3

On the evaluation





### Online Performance Evaluation System Police Officer - Detective Specialist

View By: THEODORE LAUTERBORN TaxID:

Date: 4/20/2009 7:48:01 AM

RATEE

SURNAME

FIRST

SCHOOLCRAFT

ADRIAN

M.I.

Apot Date

7/1/2002

RATEE TAX NUMBER RANK

COMMAND

DATE ASSIGNED TO COMMAND:

P()

081

11 15/2005

TIMES SICK

DAYS LOST

PURPOSE

RECOMMENDATION

NLOD: 1 LOD: 0

NLOD: 2-5 1.OD: 0

ANNUAL

TRANSFER

Not chronic

Date of Primary Assignment: 7/1/2003

ľυ.

Primary Assignment: Patrol

Rating Period From: 12/15/2007

12/15/2008

RATER

SURNAME

FIRST

M.I.

STUKES

RAYMOND

C

RATER TAX NUMBER

RANK

COMMAND

DATE ASSIGNED TO

COMMAND:

923223

SERGEANT

3.28-2008

#### PERFORMANCE AREAS

DEL	1211	ODA	DIA	E316	IONS
BEL	1 A V I	UKAI	_ 1) (14)	T.N.	CKILL

28 Physical Fitness/Physical Activities

Area	Rating	Dimension	Rating
1 Community Interaction	4	13 Police Ethics / Integrity	4
2 Apprehension/Intervention	3	14 Comprehension Skills	4
3 Victim/Prisoner Interaction	4	15 Communication Skills	4
4 Processing Arrests	4	16 Reasoning Ability	4
5 Vehicular Offenses/Accidents	4	17 Information Ordering	3
6 Handling Specific Offenses	4	18 Problem Recognition	4
7 Police Interaction/Notification	4	19 Visualization	3
8 Vehicle Operation/Maintenance	4	20 Spatial Orientation	14
9 Review and Maintenance	3	21 Memorization	4
10 Handling Special Cases	3	22 Judgement	3
11 Vouchering	4	23 Innovativeness	3
12 Report/Clerical Duties	4	24 Adaptability	2
		25 Drive/Initiative	1
	NTIFF'S HIBIT	26 Interpersonal Skills	3
EA!	) D	27 Appearance/Professional Image	.3

Overall Evaluation: 2.5

#### 1. Community Interaction

P. O. SCHOOLCRAFT SHOWS GOOD COMMUNITY INTERACTION BY ELICITING INFORMATION FROM WITNESSES AND VICTIMS. HE ALSO MEDIATES PROBLEMS BETWEEN DISPUTING INDIVIDUALS AND PROVIDES COUNSELING WHEN FAMILIES HAVE CONFLICTS.

#### 2. Apprehension/Intervention

P. O. SCHOOLCRAFT NEEDS IMPROVEMENT IN THE ABILITY TO RECOGNIZE, SEEK OUT AND APPREHEND THOSE ENGAGED IN ILLEGAL ACTIVITIES.

#### 4. Processing Arrests

P.O. SCHOOLCRAFT IS ABLE TO COMPLETE ARREST FORMS ACURATELY AND COMPLETELY IS ABLE TO FINGERPRINT, PHOTOGRAPH AND PROCESS ALL ARREST RELATED PAPERWORK

#### 25. Drive/Initiative

P.O. SCHOOLCRAFT'S POOR ACTIVITY IS A DIRECT RESULT OF HIS LACK OF INNOVATIVENESS TO PERFORM HIS ASSIGNMENT AS A PATROL OFFICER, P.O SCHOOLCRAFT NEEDS CONSTANT SUPERVISION. HE PERFORMS HIS TASKS IDLY UNLESS SPECIFICALLY DIRECTED TO WORK.

#### 24. Adaptability

P.O. SCHOOCRAFT IS UNWILLING TO CHANGE HIS APPROACH TO MEETING THE PERFORMANCE STANDARDS OF A NEW YORK CITY POLICE OFFICER. THE OFFICER HAS BEEN RETRAINED, COUNSELED AND GIVEN DIRECTION ON NUMEROUS OCCASSION'S BY VAROUS SUPERVISORS WITH NO CHANGE.

#### 25. Drive/Initiative

P.O. SCHOOLCRAFT'S POOR ACTIVITY IS A DIRECT RESULT OF HIS LACK OF INNOVATIVENESS TO PERFORM HIS ASSIGNMENT AS A PATROL OFFICER. P.O SCHOOLCRAFT NEEDS CONSTANT SUPERVISION. HE PERFORMS HIS TASKS IDLY UNLESS SPECIFICALLY DIRECTED TO WORK.

#### 24. Adaptability

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#### **Overall Rater's Comments:**

THE PERFORMANCE EXHIBITED BY P.O. SCHOOLCRAFT IS WELL BELOW STANDARD. THERE IS A LIMITED ABILITY TO PERFORM THE APPROPRIATE TASKS FOR A GIVEN ASSIGNMENT WITHOUT SUPERVISION. THE OFFICER FREQUENTLY DISREGARDS PERFORMING RESPONSIBILITIES OR ADHERENCE TO ACTIVITY STANDARDS OF A NEW YORK CITY POLICE OFFICER. HE OCCASIONALLY EXERCISES SOUND JUDGEMENT AND GENERALLY WILLING TO DO THE JOB BUT WILL DO SO WHEN INSTRUCTION AND DIRECTIONS

BY SIGNING THIS FORM. THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER		Commission of the Commission o	
SURNAME	FIRST	M.I.	
MAURIELLO	STEVEN	M	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	DEPUTY INSPECTOR	081	10/30/2006

#### **Overall Reviewer Comments:**

Police Officer Schoolcraft has been counseled by both his Squad Supervisor and his Platoon Commander about his lack of drive. He has yet to show any improvement. I concur with the above evaluation.

Control variation (Cage 1 of 2

#### **Overall Reviewer Comments:**

Police Officer Schooleraft has been counseled by both his Squad Supervisor and his Platoon Commander about his lack of drive. He has yet to show any improvement. I concur with the above evaluation.

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THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

RATEE SIGNATURE

RATER SIGNATURE

REVIEWER SIGNATURE Date 4/27/99

Date

Date

All SUPERVISORS ARE REMINDED TO ENSURE THAT THE ORIGINAL SIGNED EVALUATION IS FILED IN THE PERSONNEL FOLDER AT THE MEMBER'S PERMANENT COMMAND.

View By: THEODORE LAUTERBORN TaxID: Date: 4/20/2009 7:48:01 AM



# **Online Performance Evaluation System** Police Officer - Detective Specialist

View By: ALEX PEREZ TaxID:

Date: 2/11/2010 1:49:32 PM

RATEE

SURNAME

**FIRST** 

**ADRIAN** 

M.I. P

**Appt Date** 7/1/2002

**SCHOOLCRAFT** 

**RATEE TAX NUMBER** 

**RANK** 

COMMAND

**DATE ASSIGNED** TO COMMAND:

PO

081

11/15/2005

TIMES SICK

**DAYS LOST** 

PURPOSE

RECOMMENDATION

NLOD: 0 LOD: 0

NLOD: 0 LOD: 0

ANNUAL

CONTINUE IN PRESENT

ASSIGNMENT

Not chronic

Date of Primary Assignment:

11/15/2005

To:

EXPOSITE BURE CONTRACTOR

Primary Assignment: PATROL

Rating Period From:

12/16/2004

12/15/2005

RATER

SURNAME MEYER

FIRST

M.I.

WILLIAM

F

RATER TAX NUMBER

**RANK** 

COMMAND 081

DATE ASSIGNED TO

COMMAND: 3/28/2003

PERFORMANCE AREAS

**SERGEANT** 

BEHAVIORAL DIMENSIONS

Area	Rating	Dimension	Rating
1 Community Interaction	3	13 Police Ethics / Integrity	5
2 Apprehension/Intervention	3	14 Comprehension Skills	4
3 Victim/Prisoner Interaction	3	15 Communication Skills	4
4 Processing Arrests	3	16 Reasoning Ability	3
5 Vehicular Offenses/Accidents	4	17 Information Ordering	3
6 Handling Specific Offenses	4	18 Problem Recognition	4
7 Police Interaction/Notification	4	19 Visualization	3
8 Vehicle Operation/Maintenance	4	20 Spatial Orientation	4
9 Review and Maintenance	4	21 Memorization	4
10 Handling Special Cases	4	22 Judgement	4
11 Vouchering	4	23 Innovativeness	4
12 Report/Clerical Duties	4	24 Adaptability	4
		25 Drive/Initiative	4
		26 Interpersonal Skills	4
		27 Appearance/Professional Image	4
		28 Physical Fitness/Physical Activities	5

Overall Evaluation: 3.5

**Annual Total of Quarterly Point: 48** 

D000087

#### 13. Police Ethics / Integrity

PO SCHOOLCRAFT IS ALWAYS ON TIME AND PUCTUAL. PO SCHOOLCRAFT ALWAYS SUPPORTS DEPARTMENT POLICY. PO SCHOOLCRAFT'S DEPORTMENT AND PERFORMANCE ALWAYS REFLECTS A HIGH LEVEL OF INTEGRITY.

#### 15. Communication Skills

PO SCHOOLCRAFT'S ABILITY TO COMMUNICATE IS VERY GOOD IN THAT HE COMMANDS THE ATTENTION OF ALL LISTENERS. PO SHCOOLCRAFT SPEAKS WITH FORCEFULNESS AND CLARITY AND HAS NEAR PERFECT ENUNCIATION.

#### 27. Appearance/Professional Image

PO SCHOOLCRAFT ALWAYS DRESSES APPROPRIATELY FOR ASSIGNMENTS. PO SCHOOLCRAFT'S APPEARANCE IS ALWAYS IN HARMONY WITH HIS PROFESSIONAL CAPACITY. PO SCHOOLCRAFT IS REFLECTIVE OF A POSITIVE SLEF-IMAGE AND PROFESSIONAL PRIDE.

#### **Overall Rater's Comments:**

ALTHOUGH PO SCHOOLCRAFT HAS BEEN OUT LONG-TERM LEAVE FOR MOST OF THIS RATING PERIOD HE HAS PROVEN HIMSELF TO BE A FINE OFFICER WITH GREAT POTENTIAL. PO SCHOOLCRAFT ALWAYS REPSENTS THE DEPARTMENT IN A VERY FAVORABLE MANNER. PO SCHOOLCRAFT ALWAYS SHOWS COURTESY AND RESPECT TO THE PUBLIC, HIS PEERS AS WELL AS HIS SUPERVISORS.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER			
SURNAME	FIRST	M.I.	
MYRIE	LEIGHTON	A	
REVIEWER'S TAX	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	LIEUTENANT	081	2/2/2005

PO Schoolcraft is a competent member of the 81 pct. His disposition is consistently courteous and respectful. We expect great things from PO Schoolcraft in the future.

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THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

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RATER SIGNATURE	<del>je ode som kraline i store produktiva i se ode som kraline i store produktiva i se ode som kraline i se ode som k</del>	Date
REVIEWER SIGNATURE		Date



# **Online Performance Evaluation System** Police Officer - Detective Specialist

RATEE

SURNAME

FIRST

**SCHOOLCRAFT** 

**ADRIAN** 

M.I.

Appt Date

P

7/1/2002

RATEE TAX NUMBER RANK

PO

COMMAND

DATE ASSIGNED TO COMMAND:

180

11/15/2005

IMES SICK

NLOD: 0 LOD: 0

DAYS LOST

NLOD: 0 LOD: 0

**PURPOSE** 

RECOMMENDATION

ANNUAL.

CONTINUE IN PRESENT

**ASSIGNMENT** 

Not chronic

Date of Primary Assignment:

11/15/2005

Rating Period From:

To:

Primary Assignment: PATROL

12/16/2004

12/15/2005

RATER

SURNAME

FIRST

P. F. T

**MEYER** 

WILLIAM

F

RATER TAX NUMBER

RANK SERGEANT COMMAND

DATE ASSIGNED TO

COMMAND:

081

3/28/2003

PERFORMANCE AREAS

BEHAVIORAL DIMENSIONS

Rating	Dimension	Rating
3	13 Police Ethics / Integrity	5
3	14 Comprehension Skills	4
3	15 Communication Skills	4
3	16 Reasoning Ability	3
4	17 Information Ordering	3
4	18 Problem Recognition	4
4	19 Visualization	3
4	20 Spatial Orientation	4
4	21 Memorization	4
4	22 Judgement	4
4	23 Innovativeness	4
4	24 Adaptability	4
	25 Drive/Initiative	4
	26 Interpersonal Skills	4
	27 Appearance/Professional Image	4
	28 Physical Fitness/Physical Activities	5
	3 3 3 4 4 4 4 4 4	13 Police Ethics / Integrity 14 Comprehension Skills 15 Communication Skills 16 Reasoning Ability 17 Information Ordering 18 Problem Recognition 19 Visualization 20 Spatial Orientation 4 21 Memorization 4 22 Judgement 4 23 Innovativeness 4 24 Adaptability 25 Drive/Initiative 26 Interpersonal Skills 27 Appearance/Professional Image

D000089

Overall Evaluation: 3.5

Annual Total of Quarterly Point: 48

#### 13. Police Ethics / Integrity

PO SCHOOLCRAFT IS ALWAYS ON TIME AND PUCTUAL. PO SCHOOLCRAFT ALWAYS SUPPORTS DEPARTMENT POLICY. PO SCHOOLCRAFT'S DEPORTMENT AND PERFORMANCE ALWAYS REFLECTS A HIGH LEVEL OF INTEGRITY.

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			FR	

SURNAME

FIRST

M.1.

MYRIE

LEIGHTON

Α

**REVIEWER'S TAX** 

NUMBER

RANK

COMMAND

DATE ASSIGNED TO

LIEUTENANT

081

**COMMAND:** 2/2/2005

#### **Overall Reviewer Comments:**

PO Schoolcraft is a competent member of the 81 pct. His disposition is consistently courteous and respectful. We expect great things from PO Schoolcraft in the future.

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

RATEE SIGNATURE

Date

D000090

Page 3 of 3

RATER SIGNATURE

Pate

Soi / - Date

Date

Date

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Case 1:10-cv-06005-RWS Document 308-1 Filed 12/23/14 Page 23 of 40 PERFORMANCE EVALUATION POLICE OFFICER - DETECTIVE SPECIALIST USL NO PROCEONO 1 Particular lands PD439-157 (Rev. 01-02) (Ref. AG. 303-10) · 55.42.752.5 5 4 🗰 2 51.63.34 M.L · TRASE COMPLETELY TO CHASIGE Schoolcraft, Adrian CONMAND RORONG KISTOLITISTIC UTITANOS **39** 120 0 O PO . 0 0 MANNEYITAN HOLE FOR C) PO SA 1 :1 \* O MANHADIAN MORTH 2 2 2 C Det Sp ☐ BRUNA 3 3 3 O OTHER O QUEEN SHIPE 4 4 4 THE WHEN THE 5 5. 5 C BRUCKIYS SOUTH IF COMPLETED 6 6 6 O PRODUCTOR NAMED POLICE CADET 7 7 7 STATEN ISLAND PROGRAM CHANDE OF LEE я 8 DARKENBOX ğ 9 DARKEN ONLY ONE BO SHEAD MELLIN RECOMMENDATION EDUCATION PURPOSE CONTINUE IN PRESENT OHS ASSIGNMENT VIOL T O 4 MONTHS PROB. 13 A.A. or 64 CR+ RF VSSIGNALENT  $\Box$ SPECIFY ON FRONTS O 10 MONTHS PROB □B.A. or 128 CR+ □ 14 GOSTES PROB. OALA or 160 CR+ ADDITIONAL TRAINING a wie o SPECIES ON FRANCE CLEMONTHSPROB. CHD O TRANSFER C)PhD PERFORMANCE SHOWING YOR DARKEN ONLY ONE BOX NUTURID THE SHOPLONGED IN C) FARRIM K BY WAY 😂 O CHRONI B OTHER CHINE SPECIFY ON IRONTA S NOT CHRONIC DARKEN ONLY ONE BOX DAKKEN DNIY ONE BOX DANKEN ONLY ON INTO ACCOUNT THE IMPLOYERS COMPLANCE WITH DEPARTMENTS TO CHROTOGES AND FEDERAL TITLE VIL STATETES AND AMECINE OF THE EMPLOYEE WAS DISCIPLINED AS A RESULT OF SAME EACH AREA/DIMENSION REQUIRES A RESPONSE HIGHIN COMPETENT **BEHAVIORAL** CMPETENT COMPETENT EXTREMELY EXTREMELY PERFORMANCE . NOT RATED **DIMENSIONS** AREAS MON Ç.€R. 100 VTR: 2 5 檀 3 I 0 13. Police Ethics / Integrity 巷 4 3. 2. 1 1. Community Interaction 5 3 2 1 Ö. 14. Comprehension Skills 5 #1 3 2, I 2. Apprehension/Intervention 5 4 4 2 1 0 15. Communication Skills 5. 41 3 2. 1 3. Victim Prisoner Interaction 5 3) 2 D 0 16: Reasoning Ability (5) W. 3 20 T 4. Processing Arrests 5. Vehicular Offenses/Accidents 5 4 3 2 J.D 0 5 4 3 2 17. Information Ordering D (2) 5 \* 3 (1) 0 18. Problem Recognition 5 (4) 3 2) T. 6. Handling Specific Offenses 5 4 X 2 30 0 5 40 (3) 2 n 19. Visualization 7. Police Interaction/Notification 4) 1 2 Œ (Q) 2 5 (5) 40 D 8. Vehicle Operation/Maintenance 20. Spatial Orientation 1 D 3 2 Œ 0 (4) 100 (2) 5 (4) 21. Memorization 5 9. Review and Maintenance 5 100 (2) n. (0) (3) (2) Ü 43. 22. Judgement 5 30 10. Handling Special Cases 2 5 0 11. Vouchering (4) 3 (1) 23. Innovativeness • 5 3 3 2) D 12. Report/Clerical Duties 5 24. Adaptability 5) H (3) (2) D B 4 (3) 2 1 25. Drive/Initiative 5) 4 (3) 2 Ti 26. Interpersonal Skills 5) 2) 27. Appearance/Professional Image 4 3) 1

Annual Total of Quarterly Points\*

\*See Interim Order 105,8 '95

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Miller, Michael Sgt.	081	8-03
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Overall Rater's Comments: PO SCHOOLGRAFT PRESENTS HIMSEL		
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BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IM  COMMENTS:  COMMENTS:	AN ABILITY TO LEARN AND NOT.  FORMULATING THIS PERFORM FORMANCE MONITORING EMPLIATE RATING PERFORMANCE STATES OF STA	MANCE APPRAISAL, THEY HAVE REVIEWED AND ECORDS, EEO COMPLIANCE, AND ALL OTHER SETIVE ACCOMPLISHMENTS SHOULD BE NOTED.  ACCURATE AND COMPLETE, CONCUR SEE SEPARATE REVIEWER'S EVALUATION (NOTE: IN PURPOSE CAPTION, "OTHER" BUGBLE MUST ALSO BE DARKENED)  DATE ASSIGNED TO COMMAND: 12/2003
BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IM  COMMENTS:  COMMENTS:	AN ABILITY TO LEARN AN NO.  FORMULATING THIS PERFORMANCE MONITORING REMEDIATE RATING PERIOD, POOR TO SEE THE PERFORMANCE OF THE PERFORMANCE AND PERFORMANCE AND PERFORMANCE OF THE PERFO	MANCE APPRAISAL, THEY HAVE REVIEWED AND ECORDS, EEO COMPLIANCE, AND ALL OTHER SITIVE ACCOMPLISHMENTS SHOULD BE NOTED.  ACCURATE AND COMPLETE, CONCUR SEE SEPARATE REVIEWER'S EVALUATION (NOTE: IN PURPOSE CAPTION, "OTHER" BURBLE MUST ALSO BE DARKENED)



# **Online Performance Evaluation System** Police Officer - Detective Specialist

RATEE

SURNAME

**SCHOOLCRAFT** 

**FIRST** 

**ADRIAN** 

M.I.

Appt Date

P

7/1/2002

RATEE TAX NUMBER

**RANK** PO

081

**DATE ASSIGNED** TO COMMAND:

11/15/2005

TIMES SICK

NLOD: 1 LOD: 0

**DAYS LOST** 

NLOD: 2-5 LOD: 0

**PURPOSE** 

COMMAND

RECOMMENDATION

ANNUAL

TRANSFER

Not chronic

Date of Primary Assignment:

7/1/2003

IF COMPLETED POLICE CADEL PROGRAM

Rating Period From: To: 12/15/2007

Primary Assignment: Patrol

PERFORMANCE AREAS

12/15/2008

RATER SURNAME

FIRST

M.I.

STUKES

**RAYMOND** 

C

RATER TAX NUMBER

RANK

COMMAND

DATE ASSIGNED TO

COMMAND:

3/28/2008

**SERGEANT** 

081

#### BEHAVIORAL DIMENSIONS

PERFURMANCE AREAS		DEMANIORAL DIMENSIONS		
Area	Rating	Dimension	Rating	
1 Community Interaction 4		13 Police Ethics / Integrity	4	
2 Apprehension/Intervention	3	14 Comprehension Skills	4	
3 Victim/Prisoner Interaction	4	15 Communication Skills	4	
4 Processing Arrests	4	16 Reasoning Ability	4	
5 Vehicular Offenses/Accidents	4	17 Information Ordering	3	
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8 Vehicle Operation/Maintenance	4	20 Spatial Orientation	4	
9 Review and Maintenance	3	21 Memorization	4	
10 Handling Special Cases	3	22 Judgement	3	
11 Vouchering	4	23 Innovativeness	3	
12 Report/Clerical Duties	4	24 Adaptability	2	
		25 Drive/Initiative	1	
		26 Interpersonal Skills	3	
		27 Appearance/Professional Image	3	
		28 Physical Fitness/Physical Activities	3	

Overall Evaluation: 2.5

Does not qualify Quarterly Point

#### 1. Community Interaction

P. O. SCHOOLCRAFT SHOWS GOOD COMMUNITY INTERACTION BY ELICITING INFORMATION FROM WITNESSES AND VICTIMS. HE ALSO MEDIATES PROBLEMS BETWEEN DISPUTING INDIVIDUALS AND PROVIDES COUNSELING WHEN FAMILIES HAVE CONFLICTS.

#### 2. Apprehension/Intervention

P. O. SCHOOLCRAFT NEEDS IMPROVEMENT IN THE ABILITY TO RECOGNIZE, SEEK OUT AND APPREHEND THOSE ENGAGED IN ILLEGAL ACTIVITIES.

#### 4. Processing Arrests

P.O. SCHOOLCRAFT IS ABLE TO COMPLETE ARREST FORMS ACURATELY AND COMPLETELY IS ABLE TO FINGERPRINT, PHOTOGRAPH AND PROCESS ALL ARREST RELATED PAPERWORK

#### 25. Drive/Initiative

P.O. SCHOOLCRAFT'S POOR ACTIVITY IS A DIRECT RESULT OF HIS LACK OF INNOVATIVENESS TO PERFORM HIS ASSIGNMENT AS A PATROL OFFICER. P.O SCHOOLCRAFT NEEDS CONSTANT SUPERVISION. HE PERFORMS HIS TASKS IDLY UNLESS SPECIFICALLY DIRECTED TO WORK.

#### 24. Adaptability

P.O. SCHOOCRAFT IS UNWILLING TO CHANGE HIS APPROACH TO MEETING THE PERFORMANCE STANDARDS OF A NEW YORK CITY POLICE OFFICER. THE OFFICER HAS BEEN RETRAINED, COUNSELED AND GIVEN DIRECTION ON NUMEROUS OCCASSION'S BY VAROUS SUPERVISORS WITH NO CHANGE.

#### **Overall Rater's Comments:**

THE PERFORMANCE EXHIBITED BY P.O. SCHOOLCRAFT IS WELL BELOW STANDARD. THERE IS A LIMITED ABILITY TO PERFORM THE APPROPRIATE TASKS FOR A GIVEN ASSIGNMENT WITHOUT SUPERVISION. THE OFFICER FREQUENTLY DISREGARDS PERFORMING RESPONSIBILITIES OR ADHERENCE TO ACTIVITY STANDARDS OF A NEW YORK CITY POLICE OFFICER. HE OCCASIONALLY EXERCISES SOUND JUDGEMENT AND GENERALLY WILLING TO DO THE JOB BUT WILL DO SO WHEN INSTRUCTION AND DIRECTIONS

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REVIEWER			
SURNAME	FIRST	M.I.	
MAURIELLO	STEVEN	M	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
man de la Maria	DEPUTY INSPECTOR	081	10/30/2006

**Overall Reviewer Comments:** 

Police Officer Schoolcraft has been counseled by both his Squad Supervisor and his Platoon Commander about his lack of drive. He has yet to show any improvement. I concur with the above evaluation.

☑ ACCURATE AND COMPLETE, CONCUR
☐ SEE SEPARATE REVIEWER'S EVALUATION

Online Evaluation Page 1 of 3



# **Online Performance Evaluation System** Police Officer - Detective Specialist

View By: TIMOTHY CAUGHEY TaxID: Date: 3/17/2009 4:25:49 PM

RATEE

SURNAME

SCHOOLCRAFT

FIRST

**ADRIAN** 

M.I. P

Appt Date

7/1/2002

RATEE TAX NUMBER

**RANK** PO

COMMAND

DATE ASSIGNED TO COMMAND:

081

11/15/2005

TIMES SICK

NLOD: 0 LOD: 0

**DAYS LOST** 

NLOD: 0 LOD: 0

**PURPOSE** 

RECOMMENDATION CONTINUE IN

ANNUAL

PRESENT

ASSIGNMENT

Not chronic

Date of Primary Assignment:

11/15/2005

JECOMPLETED POLICE CADEL PROGRAM

Rating Period From: 12/16/2004

To:

Primary Assignment: PATROL

12/15/2005

RATER

SURNAME

FIRST

M.I.

**MEYER** 

**WILLIAM** 

F

RATER TAX NUMBER

RANK

COMMAND

DATE ASSIGNED TO

COMMAND:

SERGEANT

081

3/28/2003

#### **PERFORMANCE AREAS**

BEHAVIO	RAL	DIM	ENSI	ONS
Dimension	<u></u>			***************************************

Area Rating		Dimension	Rating
1 Community Interaction	3	13 Police Ethics / Integrity	5
2 Apprehension/Intervention	3	14 Comprehension Skills	4
3 Victim/Prisoner Interaction	3	15 Communication Skills	4
4 Processing Arrests	3	16 Reasoning Ability	3
5 Vehicular Offenses/Accidents	4	17 Information Ordering	3
6 Handling Specific Offenses	4	18 Problem Recognition	4
7 Police Interaction/Notification	4	19 Visualization	3
8 Vehicle Operation/Maintenance	4	20 Spatial Orientation	4
9 Review and Maintenance	4	21 Memorization	4
10 Handling Special Cases	4	22 Judgement	4
11 Vouchering	4	23 Innovativeness	4
12 Report/Clerical Duties	4	24 Adaptability	4
		25 Drive/Initiative	4
		26 Interpersonal Skills	4
, s		27 Appearance/Professional Image	4

Online Evaluation Page 2 of 3

28 Physical Fitness/Physical Activities

**Overall Evaluation: 3.5** 

**Annual Total of Quarterly Point: 48** 

#### 13. Police Ethics / Integrity

PO SCHOOLCRAFT IS ALWAYS ON TIME AND PUCTUAL. PO SCHOOLCRAFT ALWAYS SUPPORTS DEPARTMENT POLICY. PO SCHOOLCRAFT'S DEPORTMENT AND PERFORMANCE ALWAYS REFLECTS A HIGH LEVEL OF INTEGRITY.

#### 15. Communication Skills

PO SCHOOLCRAFT'S ABILITY TO COMMUNICATE IS VERY GOOD IN THAT HE COMMANDS THE ATTENTION OF ALL LISTENERS. PO SHCOOLCRAFT SPEAKS WITH FORCEFULNESS AND CLARITY AND HAS NEAR PERFECT ENUNCIATION.

#### 27. Appearance/Professional Image

PO SCHOOLCRAFT ALWAYS DRESSES APPROPRIATELY FOR ASSIGNMENTS. PO SCHOOLCRAFT'S APPEARANCE IS ALWAYS IN HARMONY WITH HIS PROFESSIONAL CAPACITY. PO SCHOOLCRAFT IS REFLECTIVE OF A POSITIVE SLEF-IMAGE AND PROFESSIONAL PRIDE.

#### Overall Rater's Comments:

ALTHOUGH PO SCHOOLCRAFT HAS BEEN OUT LONG-TERM LEAVE FOR MOST OF THIS RATING PERIOD HE HAS PROVEN HIMSELF TO BE A FINE OFFICER WITH GREAT POTENTIAL. PO SCHOOLCRAFT ALWAYS REPSENTS THE DEPARTMENT IN A VERY FAVORABLE MANNER. PO SCHOOLCRAFT ALWAYS SHOWS COURTESY AND RESPECT TO THE PUBLIC, HIS PEERS AS WELL AS HIS SUPERVISORS.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER			
SURNAME	FIRST	M.I.	
MYRIE	LEIGHTON	A	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	LIEUTENANT	081	2/2/2005

#### **Overall Reviewer Comments:**

PO Schoolcraft is a competent member of the 81 pct. His disposition is consistently courteous and respectful. We expect great things from PO Schoolcraft in the future.

▼ ACCURATE AND COMPLETE CONCUR
 SEE SEPARATE REVIEWER'S EVALUATION

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

"I WISH TO APPEAL THIS EVALUATION

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RATEE SIGNATURE	Date
RATER SIGNATURE	- Date
REVIEWER SIGNATURE	Date

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Online Evaluation Page 1 of 3



# **Online Performance Evaluation System** Police Officer - Detective Specialist

View By: TIMOTHY CAUGHEY TaxID: Date: 3/17/2009 4:25:58 PM

RATEE

SURNAME

FIRST

**SCHOOLCRAFT** 

**ADRIAN** 

M.I.

**Appt Date** 

P

7/1/2002

RATEE TAX NUMBER

**RANK** PO

**COMMAND** 

DATE ASSIGNED TO COMMAND:

081

11/15/2005

TIMES SICK

DAYS LOST NLOD: 2-5

**PURPOSE** 

RECOMMENDATION CONTINUE IN

NLOD: 1 LOD: 0

LOD: 0

ANNUAL

PRESENT

ASSIGNMENT

Not chronic

Date of Primary Assignment:

11/15/2005

BECOMPLETED BY ICL CADEL PROGRAM

Primary Assignment: PATROL

Rating Period From:

To:

12/16/2005

12/15/2006

RATER

SURNAME

FIRST

M.I.

**MEYER** 

WILLIAM

F

COMMAND

DATE ASSIGNED TO

COMMAND:

SERGEANT

081

3/28/2003

#### PERFORMANCE AREAS

RATER TAX NUMBER RANK

#### **BEHAVIORAL DIMENSIONS**

Area Rating		Dimension	Rating	
1 Community Interaction	3	13 Police Ethics / Integrity	3	
2 Apprehension/Intervention	3	14 Comprehension Skills	3	
3 Victim/Prisoner Interaction	3	15 Communication Skills	5	
4 Processing Arrests	3	16 Reasoning Ability	3	
5 Vehicular Offenses/Accidents	3	17 Information Ordering	3	
6 Handling Specific Offenses	3	18 Problem Recognition	3	
7 Police Interaction/Notification	4	19 Visualization	3	
8 Vehicle Operation/Maintenance	3	20 Spatial Orientation	3	
9 Review and Maintenance	4	21 Memorization	3	
10 Handling Special Cases	3	22 Judgement	3	
11 Vouchering	3	23 Innovativeness	3	
12 Report/Clerical Duties	3	24 Adaptability	3	
		25 Drive/Initiative	3	
		26 Interpersonal Skills	3	
		27 Appearance/Professional Image	5	

Online Evaluation Page 2 of 3

28 Physical Fitness/Physical Activities

4

Overall Evaluation: 3.5

Annual Total of Quarterly Point: 45

#### 13. Police Ethics / Integrity

PO SCHOOLCRAFT IS ALWAYS ON TIME AND PUCTUAL. PO SCHOOLCRAFT ALWASY SUPPORTS DEPARTMENT POLICY. PO SCHOOLCRAFT'S DEPORTMENT AND PERFORMANCE ALWAYS REFLECTS A HIGH LEVEL OF INTERGRITY.

#### 15. Communication Skills

PO SCHOOLCRAFT'S ABILITY TO COMMUNICATE IS VERY GOOD IN THAT HE COMMANDS THE ATTENTION OF ALL LISTENERS. PO SCHOOLCRAFT SPEAKS WITH FORCEFULNESS AND CLARITY AND HAS NEAR PERFECT ENUCIATION.

#### 27. Appearance/Professional Image

PO SCHOOLCRAFT ALWAYS DRESSES APPROPRIATELY FOR HIS ASSIGNMENTS. PO SCHOLLCRAFT'S APPEARANCE IS ALWAYS IN HARMONY WITH HIS PSOFESIONAL CAPACITY. PO SCHOLLCRAFT IS REFLECTIVE OF A POSITVE SELF-IMAGE AND PROFESIONAL PRIDE.

#### **Overall Rater's Comments:**

PO SCHOOLCRAFT IS A WELL ROUNDED OFFICER WHO ALWAYS PRACTICES CPR. PO SCHOOLCRAFT'S WORK ETHIS AND INTERGRITY ARE VERY SUPPORTING OF DEPARTMENT POLICIES. PO SCHOOLCRAFT IS ALWAYS COURTEUS AND RECPECTFUL OF HI PEERS, HIS SUPERVISORS AND THE CMMUNITY HE SERVES. PO SCHOOLCRAFT ALWAYS REPRESENTS THE DEPARTMENT IN A FAVORABLE MANNER. FOR THIS RATING PERIOD PO SCHOOLCRAFT HAS NOT HAD AN OEEO OR A CCRB PROBLEM.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER	and the second s		
SURNAME	FIRST	M.I.	
MYRIE	LEIGHTON	Α	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	LIEUTENANT	081	2/2/2005

#### **Overall Reviewer Comments:**

PO Schoolcraft is a steady and reliable performer on the platoon. He can always be counted to handle complex assignments without difficulty and is always professional and polite in his demeanor.

ACCURATE AND COMPLETE, CONCUR TSEESEPARATE REVIEWER'S EVALUATION

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

I WISH TO APPEAL THIS EVALUATION

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RATEE
SIGNATURE

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RATER
SIGNATURE

Date

REVIEWER
SIGNATURE

Date

View By: TIMOTHY CAUGHEY TaxID: Date: 3/17/2009 4:25:58 PM

Online Evaluation Page 1 of 3



# **Online Performance Evaluation System** Police Officer - Detective Specialist

View By: TIMOTHY CAUGHEY TaxID:

Date: 3/17/2009 4:26:07 PM

RATEE

SURNAME

FIRST

**ADRIAN** 

M.I.

**Appt Date** 

**SCHOOLCRAFT** 

P

7/1/2002

RATEE TAX

NUMBER

**RANK** 

PO

COMMAND

DATE ASSIGNED TO COMMAND:

081

11/15/2005

TIMES SICK

NLOD: 0 LOD: 0

**DAYS LOST** 

NLOD: 0 LOD: 0

**PURPOSE** 

RECOMMENDATION

**INTERIM** 

CONTINUE IN PRESENT

ASSIGNMENT

Not chronic

Date of Primary Assignment:

5/10/2004

# COMPLETED POLICE CAUTH PROGRAM

Primary Assignment: PATROL

Rating Period From: To:

1/1/2007

9/29/2007

RATER

SURNAME

FIRST

M.I.

**MEYER** 

**WILLIAM** 

F

DATE ASSIGNED TO

COMMAND:

RATER TAX NUMBER RANK

**SERGEANT** 

081

COMMAND

3/28/2003

#### **PERFORMANCE AREAS**

#### **BEHAVIORAL DIMENSIONS**

Area	Rating	Dimension	Rating
1 Community Interaction	3	13 Police Ethics / Integrity	3
2 Apprehension/Intervention	4	14 Comprehension Skills	3
3 Victim/Prisoner Interaction	4	15 Communication Skills	3
4 Processing Arrests	3	16 Reasoning Ability	3
5 Vehicular Offenses/Accidents	3	17 Information Ordering	3
6 Handling Specific Offenses	3	18 Problem Recognition	2
7 Police Interaction/Notification	3	19 Visualization	3
8 Vehicle Operation/Maintenance	3	20 Spatial Orientation	3
9 Review and Maintenance	3	21 Memorization	3
10 Handling Special Cases	3	22 Judgement	3
11 Vouchering	3	23 Innovativeness	3
12 Report/Clerical Duties	3	24 Adaptability	3
	Towns town, to use up	25 Drive/Initiative	2
		26 Interpersonal Skills	3
		27 Appearance/Professional Image	3

Online Evaluation Page 2 of 3

28 Physical Fitness/Physical Activities 4

Overall Evaluation: 3

**Does not qualify Quarterly Point** 

#### 18. Problem Recognition

PO Schoolcraft usually understands the nature of a problem. Po Schoolcraft at times needs extra clarification to solve a problem. When given direction PO Schoolcraft generally recognizes the problem and its elements.

#### 25. Drive/Initiative

PO School craft at times needs direction or prompting to resolve problems. PO Schoolcraft at times needs extra guidance to meet goals and deadlines. PO Schoolcraft usually checks records or files to assist in his problem resolution.

#### 27. Appearance/Professional Image

PO Schoolcraft always dresses appropriately for his assignments. PO Schoolcraft's appearance is always in harmony with his professional capacity. PO Schoolcraft's uniforms and equipment utilized are always clean and serviceable. PO Schoolcraft is always physically fit

#### **Overall Rater's Comments:**

Although PO Schoolcraft's arrest activity has been fair, with 2 felony and 3 misdemeanor arrests since January of 2007, PO Schoolcraft's activity goals have not been met in other areas. This rating supervisor has discussed these goals with PO Schoolcraft and he understands what is expected of him.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER			
SURNAME	FIRST	M.I.	
DELAFUENTE	JEAN	P	
REVIEWER'S TAX NUMBER	RANK LIEUTENANT	COMMAND 081	DATE ASSIGNED TO COMMAND: 12/15/2003
		and the state of t	12/13/2003

#### **Overall Reviewer Comments:**

I concure with the above evaluation.

SEE SEPARATE REVIEWER'S EVALUATION	
THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISC MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.	CUSSED ITS CONTENTS, INCLUDING
I WISH TO APPEAL THIS EVALUATION	
RATEE	

RATER

SIGNATURE -

Date

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SIGNATURE	Date		
REVIEWER SIGNATURE	Date		
View By: TIMOTHY CALIGHEY TaxID: Total Date: 3/17/26	009 4:26:07 PM		

0230 Released from Force OT
Food of Faux
Alua Phola 1 12943
Marday 2/23/89 Rto
Tuesday 2/24/09 RDO
Wednesday 2/25/69 4x12
1500 Mesent For July CSET
1520 Meeting WDI. Maurielle
-> in re: to appeal of annual
-> evaluation. Those present
-> at moeting Capt Laushteburn,
-> Lt Deletiente, Lt. Moscal.
-> Sit Stukes, St Weiss
-> HCax, and PO. Gronzelez
1520 XX STEKES ENSTREAM
10. Schoolcraft on the purer
Yrocone's 20 PG-205-58
ADBOL of Francokor - OMU,S
1520 It Stockwents
630 0-62 (admin)/Set Stukes
1915 Assigned to MECT, MIO.
3 - Sitzman, via RMP 2361
- 1920 10-34 @ Howard & Halsey
Approached by M stating
> he only wants an Ambulance,
-> doesn't want to talk to police.
1940 10-904, re:34
-> 10-61, Serve Papers to 430 deff.

11/92/2004 TERM: PERK WEN YORK CITY POLICE DEPARTMENT CENTRAL PERSONNEL INDEX

PROMOTION

TAX NUMBER:

RANK: POH MAME: ADRIAN SCHOOLCRAFT

COMMAND: 81

MACKEROUND CHECK

APPTED

DATE : 07/01/2003

COMPROL #1 001 BERIAL \* XXX

NUMBER OF EVERY RECORDS:

DATE: 11/02/2004 NEW YORK CITY POLICE DEPARTMENT PAGE: 2

TERM: PERK

PERSONNEL PROFILE REPORT

TAX NUMBER :

MOS NAME : SCHOOLCRAFT, ADRIAN, P

RAMK/TITLE: POLICE OFFICER MALE

SHIELD : 12943 FIREARMS: YES

COMMAND | 081 081 PRECINCT

ON SICK REPT: NOT-SICK

DUTY STATUS: ACTIVE

DUTY AVAIL : NO RESTRICTIONS

CHRONIC : NO

STATUS DATE: 00/00/0000

EDUCATION : ASSOCIATE

\*\*\* SKILLS SUMMARY \*\*\*

\*\*\* EDUCATION SUMMARY \*\*\*

CODE SKILL

4050 RMP OPERATOR

TOTAL SKILL RECORDS FOUND : 1

\*\*\* DEPARTMENT RECOGNITION SUMMARY \*\*\*

MEDALS AWARDED:

EXCELLENT POLICE DUTY : 000 MERITORIOUS POLICE DUTY: 000 EXCEPTIONAL MERIT : 000
HONORARE F SPECIAL : 000 MEDAL FOR MERIT/VALOR : 000

COMBAT CROSS MEDAL OF HONOR

: 000

1 000

\*\*\* EVALUATIONS SUMMARY \*\*\*

LAST THREE EVALUATIONS RECORDED:

750R: 3003

OVERALL: 3.5

YEAR: 2002

OVERALL: 3

YEAR:

OUERALL:

DATE: 11/02/2004

TAX NUMBER :

A Committee of the comm

TERM: PERK

\*\*\* MONITORING SUMMARY \*\*\*

#### FORCE/DISCIPLINARY MONITORING:

LEVEL II FORCE : WO LEVEL II DISCIPLINE : WO LEVEL II PERFORMANCE: NO LEVEL III DP ı Nü LEVEL III SMS : MO

\*\*\* ARREST ACTIVITY SUMMARY \*\*\*

#### ARREST INFORMATION FROM 1982:

ARRESTS: 40

FELONIES : 10 MISDEMEANORS: 22 VIOLATIONS: 8 INFRACTIONS: 0 OTHER: 0

RESISTING : 12

#### \*\*\* PERSONNEL HISTORY \*\*\*

EFF DATE AUTHORITY COMMAND STATUS RANK/TITLE	
07/01/2002       219 02 P A T U ACTIVE       POLICE OFFICE         11/15/2002       000 00 P A T U ACTIVE       POLICE OFFICE         01/22/2003       019 03 075 PST ACTIVE       POLICE OFFICE         07/16/2003       213 03 001 PCT ACTIVE       POLICE OFFICE	ER MALE

TOTAL HISTORY RECORDS FOUND : 4

#### \*\*\* MEDICAL HISTORY REPORT \*\*\*

sici	₹.	RETUI	RN	CHR	LOD	OLD	TOUR
DATE	TIME	DATE	TIME			LOD	PLAT
09/19/2002	0650	09/19/2002	1535				2 2
08/28/2003	0200	10/12/2003	0200		¥		The same of the sa
05/05/2004	1528	05/06/2004	0205				1 ~ 5
05/06/2004	1026	05/07/2004	0235				2-2
TOTAL TIMES	STCK	, A					